Ontario

Ministry of Labour
Labour Management Services
Collective Bargaining Information Services

Ontario Collective Bargaining Agreement Expirations

2007

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Foreword

This *Ontario Collective Bargaining Agreement Expirations* report is the fortieth annual report on collective agreement expirations produced by Collective Bargaining Information Services (CBIS).

The information in this report is derived from the database of CBIS as at **November 3, 2006.**

Detailed tables and listings of year 2007 expirations by industry, union, and bargaining unit size are available from CBIS.

The names of employers, bargaining agents, and the number of employees listed for each expiry reflect information received by CBIS at the time of ratification of the most current collective agreement. Bargaining situations resulting from recent or future Ontario Labour Relations Board decisions, or expired agreements that have not been ratified as of the publication date are excluded.

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Executive Summary

The *Ontario Collective Bargaining Agreement Expirations* report provides an overview of the expected collective bargaining activity in Ontario for 2007. The key findings of this report are summarized as follows:

- Collective bargaining activity for 2007 will involve more than 2,300 collective agreements covering approximately 491,000 employees. Compared to 2006, the number of agreements expiring in 2007 represents a 10% decrease. However, due to the volume of unsettled agreements remaining from 2006, bargaining activity in 2007 will be relatively high.
- The majority of agreements in 2007 will expire in March, April, June and December in health and welfare services, local government, and construction. In terms of the number of employees, most bargaining activity will also occur in March, April, June, and December, affecting workers in health and welfare services, local and federal government, and construction.
- Public sector agreements, which account for 40% of all agreements expiring in 2007, cover 42% of the total number of employees.
- Of the 931 public sector agreements expiring in 2007, a total of 823 or 88% of these agreements are in health and welfare services (63%), local government (14%), and education and related services (11%). Of the approximately 206,000 public sector employees whose agreements expire in 2007, a total of 177,880, or 86%, are employed in the federal government (41%), health and welfare services (26%), local government (10%), and education and related services (9%).
- Major negotiations in the broader public sector (BPS) for 2007 include hospitals (March), nursing homes and homes for the aged (March, April, June, December), school boards (August), and municipal employees (March, December).
- Key negotiations in the private sector include Industrial, Commercial, Institutional (ICI) and major non-ICI construction agreements (April), No Frills Franchise Stores (January), Fortino's Supermarket (June), Great Atlantic and Pacific (June, July), and Brewers Retail (December).
- Under federal jurisdiction, Canada-wide agreements for Bell Canada, Canada Post, Canada Revenue Agency, and Treasury Board, will also expire in 2007.
- Major unions, representing the largest number of employees covered by agreements expiring in 2007, include the Public Service Alliance of Canada, Canadian Auto Workers, United Food and Commercial Workers, and Canadian Union of Public Employees.

Ontario Collective Bargaining Agreement Expirations, 2007

Key Negotiations in 2007*

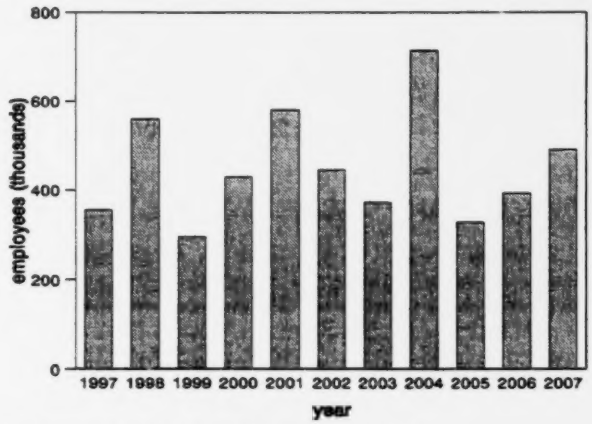
MTH	EMPLOYER/SECTOR	UNION(S)	(APPROX.) EMPLS
Jan	Du Pont Canada	Kingston Nylon Workers	1,100
	Falconbridge	CAW	1,100
	No Frills Franchise Stores	UFCW	6,200
Mar	Maple Leaf Foods	UFCW	1,100
	municipal	Various	4,900
	hospitals	Various	7,300
	nursing homes/homes for the aged	Various	4,600
Apr	nursing homes/homes for the aged	Various	8,600
	ICI & non-ICI construction	Various	131,800
Jun	Fortino's Supermarket	UFCW	4,400
	Great Atlantic & Pacific (Food Basics)	UFCW	6,300
	Security Industry Employers' Bargaining Agency (SIEBA MASTER)	USW	3,500
	nursing homes/homes for the aged	Various	5,200
	universities	Various	3,100
Jul	Algoma Steel	USW	3,000
	Great Atlantic & Pacific (New Dominion)	CAW	8,500
Aug	school boards (support)	Various	6,600
	University of Ottawa (part-time academic & TAs/tutors)	Various	2,600
Sep	Cami Automotive	CAW	1,800
Dec	Brewers Retail	UFCW	6,000
	municipal	Various	5,300
	municipal police	Police Associations	8,900
	nursing homes/homes for the aged	Various	2,500
Federal Jurisdiction: Treasury Board, Canada Post, Bell Canada, Canada Revenue Agency, Communications/Advertising Institute & Canadian Advertisers Assn., Purolator Courier			

** Reflects information received as at date of ratification of current agreement.*

According to information received and processed by Collective Bargaining Information Services (CBIS), 2,305 collective agreements covering 490,850 Ontario-based employees are scheduled to expire in 2007. These agreements represent 24% of the 9,552 agreements currently on file and affect 30% of the 1,631,583 employees covered. Compared to 2006, the number of agreements expiring in 2007 represents a decrease of 10%, and the number of employees covered represents a 25% increase (Figure 1). Of the 2,005 unsettled agreements that expired in 2006, 712 are in the health and welfare sector, 119 are in local government, and 108 are in education and related services.

Of the collective agreements scheduled to expire in 2007, 40% are public sector agreements, covering 42% of the total employees in both the public and private sectors. In the public sector, the level of bargaining activity will be concentrated in federal and local government, health and welfare services, and education and related services. In addition, public sector negotiations continuing from 2006 will affect bargaining. As of November 15, 2006, outstanding settlements include hospitals, nursing homes, homes for the aged, school boards, universities, federal and local administration, and the Government of Ontario (AMAPCEO).

Figure 1: Ontario Collective Agreement Expirations, Employees Covered, 1997 — 2007



Source: Collective Bargaining Information Services, Ontario Ministry of Labour

As mentioned, public sector agreements expiring in 2007 will be concentrated in health and welfare services, local administration, and education and related services. In health and welfare services, hospitals, nursing homes, and homes for the aged will be negotiating. Other major negotiations include school boards, universities, and municipalities, including Police Services Boards.

In 2007, the private sector will account for 60% of all expiring agreements, affecting 58% of all workers covered by these agreements. Private sector expiries will be concentrated in construction and retail trade. In particular, the 27 province-wide Industrial-Commercial-Institutional (ICI) and 144 non-ICI agreements cover a total of 135,053 workers (Tables 2 and 3).

Economic Setting

For 2007, collective bargaining in Ontario will take place in a period of moderate economic growth and job creation. Adverse global factors, including the slowing growth of the U.S. economy (Ontario's largest trading partner), a strong Canadian dollar, and high oil prices, will continue to affect Ontario's economy, particularly Ontario's export-oriented manufacturing sector. According to private-sector forecasters,[1] Ontario's real Gross Domestic Product (GDP) is projected to grow by 1.7% in 2006, 2.1% in 2007, and 3.1% in 2008 (Figure 2).

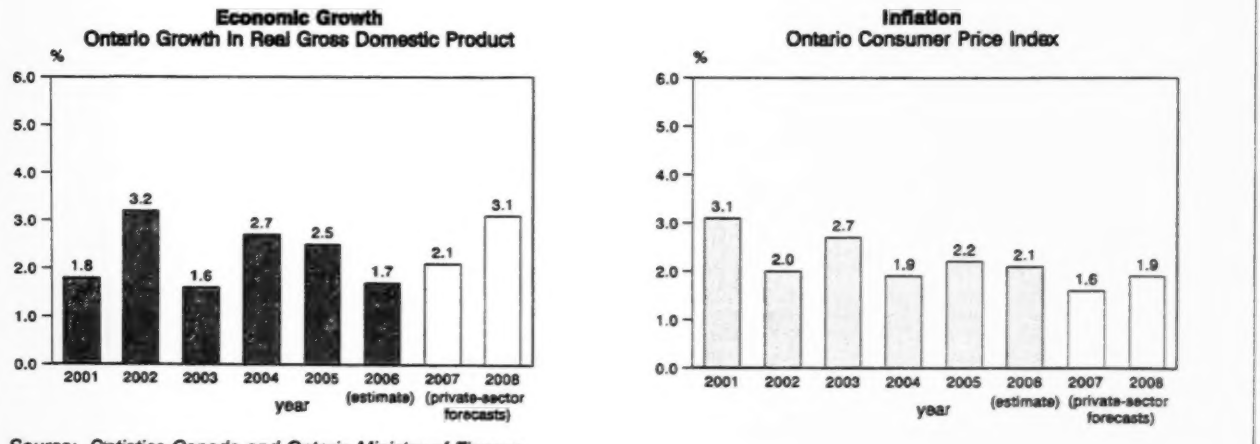
The annual inflation rate, as measured by Ontario's Consumer Price Index (CPI),[1] is estimated to average 2.1% in 2006, down from 2.2% in 2005. Forecasters predict that inflation will drop to 1.6% in 2007 and rise slightly to 1.9% in 2008 (Figure 2).

The national unemployment rate is projected to average 6.4% in 2006,[1] down from the average annual rate of 6.8% in 2005. Ontario's unemployment rate is projected to decline slightly from 6.6% in 2005 to 6.3% in 2006. Ontario's unemployment rate is expected to be 6.5% in 2007 and 2008 and employment growth is expected to slow from 1.5% in 2006 to 1.1% in 2007.[1]

During the first three quarters of 2006, the annual increase in base wage rates for collective agreements covering 200 or more employees averaged 2.8%, an increase from the average annual rate of 2.5% in 2005. Wage increases for the public and private sectors diverged, showing a decrease in the private sector, and an increase in the public sector. Private-sector wage settlements averaged 2.2% for the first nine months of 2006, a slight decrease from 2.4% in 2005. In the public sector, wage settlements averaged 2.9% for the first nine months of 2006, an increase from 2.7% in 2005.

[1] *Ontario Ministry of Finance, Economic Outlook and Fiscal Review 2006 (November 3, 2006)*

Figure 2: Selected Economic Indicators, 2001 — 2008



Source: Statistics Canada and Ontario Ministry of Finance

The Conference Board of Canada[2] reports that the main negotiation issues for both management and unions in 2007 will include wages and benefits such as health care and pensions.

Activity by Month

Collective agreements expiring in the months of March, April, June, and December cover the largest number of employees, representing 72% of the total for 2007 (Figure 3). The expiries in March cover the largest number of employees, who are primarily in hospitals, nursing homes and homes for the aged, and local government. Construction workers comprise 87% of employees whose agreements expire in April. Of the June expiries, federal government employees account for 59% of employees. The majority of employees whose agreements expire in December are concentrated in municipal and federal administration, and retail trade.

In terms of the number of agreements expiring in 2007, most activity will be focused on March (health and welfare), April (construction), June (health and welfare), and December (health and welfare, and local government) (Figure 3).

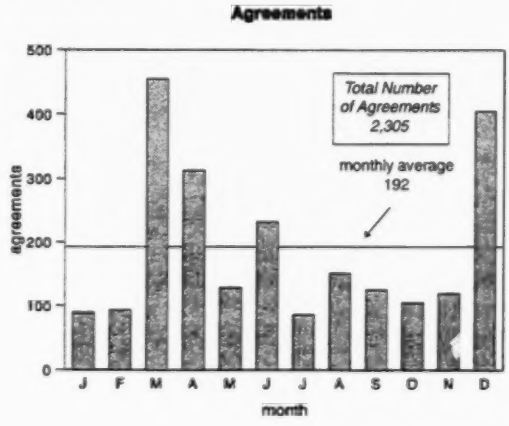
Activity by Industry

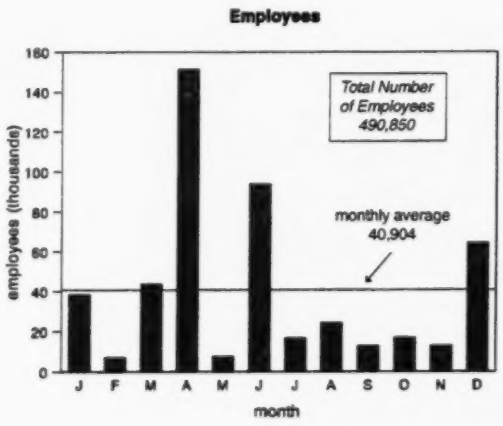
Bargaining in 2007 will be concentrated in the non-manufacturing sector as a result of the large number of agreements expiring in health and welfare, construction, municipal administration, and other services. A total of 1,740 collective agreements will be expiring in the non-manufacturing sector, representing 75% of all agreements expiring in 2007. In terms of the number of employees, non-manufacturing agreements cover 425,632 employees or 87% of all employees covered by agreements. Of the non-manufacturing agreements expiring in 2007, the broader public sector (BPS) accounts for 49% of agreements, and covers 23% of non-manufacturing employees.

The manufacturing sector accounts for 25% of all agreements expiring in 2007, covering 13% of all employees. Bargaining in this sector will be concentrated in fabricated metals, food and beverage, and printing and publishing. When combined, these sectors account for 39% of the manufacturing agreements and 30.8%% of the manufacturing employees. The largest number of employees covered by manufacturing agreements expiring in 2007 will be in the transportation equipment industry (18%), followed by food and beverage (17%) and primary metals (10%).

[2] *The Conference Board of Canada, Compensation Planning Outlook 2007, Collective Bargaining*

Figure 3: Monthly Bargaining Activity, 2007





Source: Collective Bargaining Information Services, Ontario Ministry of Labour

Private sector agreements account for 60% of all agreements scheduled to expire in 2007, compared to 53% in 2006. Major private sector bargaining will include:

- *Food, Beverage*: Maple Leaf Foods
- *Textile*: Du Pont Canada
- *Primary Metals*: Algoma Steel
- *Transportation Equipment:* Cami Automotive
- *Mining, Quarrying:* Falconbridge
- *Retail Trade*: No Frills Franchise Stores, Great Atlantic & Pacific, Brewers Retail, Fortino's Supermarket, Brewers Retail
- *Construction:* ICI and non-ICI construction

Major public sector negotiations in 2007 will take place in:

- *Education and related services*: school boards, universities
- *Health and welfare services:* hospitals, nursing homes, homes for the aged
- *Local government:* municipalities including Toronto Police Services Board (uniform/civilian)
- *Federal administration:* Treasury Board, Canada Revenue Agency

Activity by Union

A total of 85 unions will be bargaining on behalf of all employees whose agreements expire in 2007. Ten unions will represent 65.8% of the employees whose agreements expire in 2007 (Table 1). The Canadian Union of Public Employees will be negotiating the largest number of agreements at 14.1% of the total number. The Public Service Alliance of Canada (PSAC) will be representing the largest number of employees at 12.2% of the total number.■

Table 1: Unions with Year 2007 Collective Agreement Expiries Covering the Largest Number of Employees

Union	Agreements	% of Total Expiring Agreements	Employees	% of All Employees with Expiring Agreements
Public Service Alliance (PSAC)	16	0.7	59,796	12.2
Canadian Auto Workers (CAW-Canada)	321	13.9	50,668	10.3
Food & Commercial Workers (UFCW)	197	8.5	39,814	8.1
Canadian Union of Public Employees (CUPE)	324	14.1	35,288	7.2
Electrical Workers (IBEW)	35	1.5	29,956	6.1
Labourers (LIUNA)	142	6.2	25,194	5.1
United Steelworkers (USW)	217	9.4	24,255	4.9
Postal Workers (CUPW)	1	0.04	20,908	4.3
Professional Institute (PIPS)	14	0.6	19,041	3.9
Plumbers	16	0.7	18,734	3.8
Total	**1,283**	**55.64**	**323,654**	**65.9**

Source: Collective Bargaining Information Services, Ontario Ministry of Labour

Table 2: Ontario Collective Bargaining Agreements Expiring in 2007, Number of Agreements by Month and Industry

INDUSTRY	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
TOTAL MANUFACTURING	**38**	**45**	**56**	**65**	**43**	**48**	**26**	**30**	**37**	**48**	**51**	**78**	**565**
Food, Beverage	5	5	3	10	9	6	2	6	6	7	7	13	79
Tobacco Products	0	0	0	2	0	1	0	0	0	0	0	0	3
Rubber, Plastics	1	4	5	5	3	3	3	4	4	6	5	9	52
Leather	0	0	0	0	0	0	0	0	0	1	0	1	2
Textile	1	0	0	1	0	2	1	2	2	1	0	1	11
Clothing	0	1	2	1	0	2	1	0	0	2	1	0	10
Wood	2	1	3	4	4	3	0	1	0	1	2	3	24
Furniture, Fixtures	0	1	0	1	0	0	1	1	0	1	2	1	8
Paper	3	1	1	2	3	4	0	1	1	1	1	2	20
Printing, Publishing	4	0	2	6	3	2	0	1	2	4	6	23	53
Primary Metals	0	4	5	4	4	4	5	1	3	3	0	4	37
Fabricated Metals	3	11	10	8	7	6	5	5	6	9	9	7	86
Machinery	2	4	1	3	2	2	1	3	1	1	2	2	24
Transportation Equipment	1	8	4	7	4	5	2	3	4	0	2	3	43
Electrical Products	3	3	5	0	0	0	0	1	0	3	4	1	20
Non-Metallic Minerals	2	2	11	6	3	0	3	0	5	4	6	6	48
Petroleum, Coal	4	0	0	0	0	0	0	0	0	0	1	0	5
Chemicals	5	0	4	4	0	6	1	1	2	2	3	1	29
Other Manufacturing	2	0	0	1	1	2	1	0	1	2	0	1	11
TOTAL NON-MANUFACTURING	**52**	**48**	**399**	**248**	**86**	**185**	**60**	**121**	**88**	**57**	**69**	**327**	**1,740**
Agriculture	0	0	0	1	0	0	0	0	0	0	0	0	1
Forestry	0	0	0	0	0	0	0	0	0	0	0	1	1
Mining, Quarrying	1	1	0	4	2	0	0	2	0	3	1	1	15
Transportation	0	1	18	5	1	8	2	8	6	2	4	33	88
Storage	0	0	0	0	0	3	0	1	1	1	1	1	8
Communications	1	1	0	0	0	0	0	3	0	0	1	3	9
Electric, Gas, Water	3	2	14	6	6	3	3	7	3	2	1	11	61
Wholesale Trade	5	5	6	8	4	6	4	4	3	3	10	12	70
Retail Trade	7	6	5	6	5	15	12	7	7	3	4	13	90
Finance, Insurance Carriers	1	1	2	0	0	1	0	0	1	0	1	2	9
Real Estate, Insurance Agencies	2	7	8	4	5	4	4	1	4	0	11	10	60
Education, Related Services	1	0	15	5	1	19	1	41	2	1	0	16	102
Health, Welfare Services	15	2	259	63	23	62	13	18	23	16	6	91	591
Recreational Services	0	0	3	3	4	4	0	5	3	0	1	6	29
Management Services	4	1	18	1	2	3	1	1	4	1	5	3	44
Personal Services	1	0	2	0	1	0	0	0	0	4	2	6	16
Accommodation, Food Services	5	3	4	9	8	9	4	8	7	8	6	13	84
Other Services	4	5	4	13	18	25	8	7	10	6	9	20	129
Federal Government	0	0	2	3	0	10	2	3	5	1	0	2	28
Provincial Government	0	0	1	0	0	0	0	0	0	0	0	3	4
Local Government	1	4	33	3	2	6	2	1	4	3	0	71	130
Construction	1	9	5	114	4	7	4	4	5	3	6	9	171
ALL INDUSTRIES	**90**	**93**	**455**	**313**	**129**	**233**	**86**	**151**	**125**	**105**	**120**	**405**	**2,305**

Table 3: Ontario Collective Bargaining Agreements Expiring in 2007, Number of Employees Covered by Month and Industry

INDUSTRY	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
TOTAL MANUFACTURING	**6,072**	**4,341**	**6,955**	**6,726**	**4,155**	**4,925**	**5,383**	**2,930**	**5,895**	**4,173**	**5,456**	**8,207**	**65,218**
Food, Beverage	897	569	1,202	1,204	788	754	192	710	878	1,087	632	2,085	10,998
Tobacco Products	0	0	0	512	0	65	0	0	0	0	0	0	577
Rubber, Plastics	95	326	413	1,358	367	924	310	188	395	473	766	796	6,411
Leather	0	0	0	0	0	0	0	0	0	10	0	21	31
Textile	1,100	0	0	14	0	73	186	365	35	190	0	210	2,173
Clothing	0	10	84	30	0	93	10	0	0	21	250	0	498
Wood	146	35	538	202	880	312	0	256	0	15	200	110	2,694
Furniture, Fixtures	0	145	0	15	0	0	40	20	0	115	97	110	542
Paper	190	200	106	531	204	554	0	140	43	70	23	221	2,282
Printing, Publishing	26	0	23	86	93	54	0	40	113	478	106	2,033	3,052
Primary Metals	0	541	1,274	282	257	266	3,192	77	103	409	0	426	6,827
Fabricated Metals	425	570	751	271	319	190	189	208	284	460	1,416	926	6,009
Machinery	47	210	68	204	79	93	60	135	740	6	74	91	1,807
Transportation Equipment	305	824	511	1,404	1,092	917	1,076	712	2,907	0	1,299	787	11,834
Electrical Products	446	792	834	0	0	0	0	41	0	483	438	38	3,072
Non-Metallic Minerals	499	119	594	136	64	0	104	0	291	161	60	251	2,279
Petroleum, Coal	681	0	0	0	0	0	0	0	0	0	6	0	687
Chemicals	942	0	557	451	0	433	15	38	72	48	89	45	2,690
Other Manufacturing	273	0	0	26	12	197	9	0	34	147	0	57	755
TOTAL NON-MANUFACTURING	**32,338**	**2,890**	**36,760**	**144,378**	**3,585**	**89,068**	**11,409**	**21,359**	**6,980**	**13,036**	**7,465**	**56,314**	**425,632**
Agriculture	0	0	0	106	0	0	0	0	0	0	0	0	106
Forestry	0	0	0	0	0	0	0	0	0	0	0	87	87
Mining, Quarrying	1,100	220	0	95	53	0	0	44	0	127	16	18	1,673
Transportation	0	90	1,356	340	130	1,636	34	736	743	81	120	3,868	9,134
Storage	0	0	0	0	0	318	0	189	52	16	46	13	634
Communications	20,908	100	0	0	0	0	0	185	0	0	4,950	423	26,566
Electric, Gas, Water	72	170	1,611	166	139	72	64	99	28	21	15	621	3,078
Wholesale Trade	662	135	201	308	82	206	235	266	142	34	450	405	3,126
Retail Trade	7,648	337	275	258	128	11,381	8,971	302	50	1,047	146	7,148	37,691
Finance, Insurance Carriers	110	47	27	0	0	25	0	0	13	0	34	32	288
Real Estate, Insurance Agencies	25	129	223	256	122	100	48	4	64	0	192	103	1,266
Education, Related Services	45	0	599	358	80	3,479	380	12,368	240	10	0	1,127	18,686
Health, Welfare Services	952	169	25,323	8,850	1,095	6,106	556	1,291	1,713	1,693	237	5,828	53,813
Recreational Services	0	0	207	71	186	362	0	990	42	0	6	263	2,127
Management Services	192	110	716	490	243	8,386	120	20	1,287	130	601	5,654	17,949
Personal Services	20	0	67	0	10	0	0	0	0	56	39	805	997
Accommodation, Food Services	174	60	243	263	982	347	64	217	378	214	209	1,394	4,545
Other Services	249	69	87	379	225	556	115	420	151	83	145	715	3,194
Federal Government	0	0	823	541	0	55,173	789	3,914	1,717	8,706	0	12,526	84,189
Provincial Government	0	0	67	0	0	0	0	0	0	0	0	171	238
Local Government	197	629	4,886	61	23	786	11	70	214	198	0	14,117	21,192
Construction	34	625	49	131,836	87	135	22	244	146	620	259	996	135,053
ALL INDUSTRIES	**38,460**	**7,231**	**43,715**	**151,104**	**7,740**	**93,993**	**16,792**	**24,289**	**12,875**	**17,209**	**12,921**	**64,521**	**490,850**